

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**RENVILLE COUNTY SHERIFF'S DEPARTMENT  
Employer**

**and**

**Case 18-WH-214644**

**LAW ENFORCEMENT LABOR SERVICES, INC.  
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE  
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On February 12, 2018, Law Enforcement Labor Services, Inc. (the Petitioner) filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On February 20, 2018, the Regional Director for Region 18 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,<sup>1</sup> the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Law Enforcement Labor

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<sup>1</sup> The record indicates that the Employer is a public sector employer, and includes a copy of the Certification of Exclusive Representative issued October 10, 2017, by the State of Minnesota Bureau of Mediation Services (BMS), naming the Petitioner as the exclusive representative of the unit employees.

Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of Renville County Sheriff's Department in the following unit:<sup>2</sup>

All non-licensed essential employees of the Renville County Sheriff's Department, Olivia, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and licensed essential employees.

Dated, Washington, D.C., May 1, 2018.

By direction of the Board:

Gary Shinnors

Executive Secretary

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<sup>2</sup> A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).